

December 16, 2003

Honorable Board Of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

**EXTENSION OF FRINGE BENEFIT MEMORANDA TO DESIGNATED BARGAINING
UNITS (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the application of the provisions set forth in the successor 2003-2006 Fringe Benefit Memorandum of Understanding with the Coalition of County Unions, AFL-CIO (Coalition) to the following bargaining units:

(Unit 301) - Pharmacists

(Unit 323) - Interns and Resident Physicians

(Unit 325) - Mental Health Psychiatrists/Dental Professionals (Non-Supervisory)

(Unit 613) - Public Defender Investigators

2. Approve the application of the provisions set forth in the successor 2003-2006 Fringe Benefit Memorandum of Understanding with the SEIU, Local 660, AFL-CIO (Local 660) to the following bargaining unit:

(Unit 331) Health Investigative and Support Services Employees

PURPOSE/JUSTIFICATION

The purpose of these recommendations is to extend the County-wide negotiated fringe benefit settlement to the above listed units which are not represented by the Coalition or Local 600. Item 20 on the December 16, 2003 agenda includes recommendations to approve successor 2003-2006 Fringe Benefit Memoranda of Understanding with the Coalition and Local 660, but those agreements will not, by their terms, extend to these units absent action by your Board to make it so.

Coalition and Local 660 fringe benefit agreements extend to all bargaining units whether or not they are represented by the Coalition and Local 660. With regard to the above mentioned Units we have, in each case, previously agreed to extend the same fringe benefit treatment to them as we provided Coalition and Local 660 represented employees. In light of our past practice it would be appropriate to extend the new fringe benefit settlement to these units at the same time it is being extended to all other bargaining units.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence by resolving workplace issues while maintaining financial responsibility.

FISCAL IMPACT/FINANCING

The recommended agreements were reached within the parameters established by your Board. Current year costs of all recommended changes will be financed within available funding.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The 2003-2006 Coalition and Local 660 Fringe Benefit MOUs are contained in Item 20 on the December 16, 2003 agenda. Approval of Item 20 is a necessary pre-condition to approving these recommendations.

IMPACT ON CURRENT SERVICES

None.

Respectfully submitted,

DAVID E. JANSSEN
Chief Administrative Officer

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